

Clearing the air on  
smoking addiction **6**

Circus trip time  
for Hawks, Bulls **9**

Car Seat Headrest's  
shifting sound **14**

LENNY GILMORE/REDEYE PHOTO ILLUSTRATION



# CUTTING THE TIP

HERE'S WHY SOME CHICAGO RESTAURANTS  
ARE DROPPING TIPS FOR SERVICE CHARGES  
OR HIGHER PRICES **PAGES 12-13**



BY SAMANTHA NELSON FOR REDEYE | REDEYE@REDEYECICAGO.COM » GET MORE SPONTANEOUS EAT. DRINK. DO. IDEAS AT REDEYECICAGO.COM



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### DATING FOR NERDS' TIME TRAVELER'S BALL

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A singles mixer features board games, a costume contest, icebreakers, trivia and science-fiction- and video-game-themed prizes. 7-10 p.m. \$30. Registration required: [nerdsatheart.com](http://nerdsatheart.com)

### 3-DAY FORECAST



#### WEDNESDAY

**62/48**

More rain



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**47/36**

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#### FRIDAY

**42/29**

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# YOU UNDERESTIMATE THE POWER OF MERCHANDISING

## UPCOMING 'STAR WARS' FILM AWAKENS GEORGE LUCAS' OLD MERCH MACHINE

By Phil Rosenthal | CHICAGO TRIBUNE

Although it's not set to open on Chicago's lakefront for a few years, there's one sure thing about George Lucas' Museum of Narrative Art: It should have one heck of a gift shop.

"Star Wars: The Force Awakens," the seventh film in the space saga franchise Lucas launched 38 years ago and the first in a decade, is a month away from hitting theaters. A visit to the supermarket or other retailer is all it takes to be reminded of the series' legacy.

Sometimes it's tempting to think of "Star Wars" as Sky Mall.

Sell, it does.

The reason Lucas can afford to be a museum benefactor is that he not only developed new ways to use technology to tell and sell stories but also aggressively pushed merchandising and co-branding into new territory. He saw new business opportunities well before his studio bosses envisioned them.

So prevalent and popular is "Star Wars" merchandise, The Wall Street Journal reports it's eating into shelf space and sales for other franchises like "Peanuts" and "Teenage Mutant Ninja Turtles."

Among your groceries you may find "Star Wars" soups from Campbell's, "Star Wars" Kraft Macaroni & Cheese, "Star Wars" Cheez-Its, "Star Wars" cereals from General Mills and "Star Wars" Honey Maid graham crackers.

You can then prepare meals in your Darth Vader apron with "Star Wars" R2-D2 measuring cups and use "Star Wars" lightsaber barbecue tongs and a Darth Vader silicone oven glove.

For breakfast, there's the "Star Wars" Death Star waffle maker and "Star Wars" Darth Vader toaster, which presumably leaves it to you whether you want the dark side.

The "Star Wars" X-Wing chrome knife block is something to behold and complements the "Star Wars" Millennium Falcon

acrylic chopping board. It might be wise to keep a "Star Wars" Band-Aid package nearby.

Try not to ruin your appetite with "Star Wars" gummy chews, "Star Wars" light-up lightsaber suckers or Jelly Belly "Star Wars" galaxy mix jelly beans.

Already an ad for Verizon with Chewbacca and BB-8 touts the need for consistently strong data speeds.

A new Duracell commercial in which a boy and girl use batteries for their "Star Wars" lightsabers is being studied like the Rosetta Stone for potential movie spoilers, although it's not clear if advertising should be taken as canon.

CoverGirl is hawking special limited-edition "Star Wars" mascara, lipstick and nail polish, which comes in colors like Speed of Light and Red Revenge.

"There has been an awakening," the ad says. "Will you be enticed by the dark side or embrace the light side?"

Like it's not tough enough to know if you're a spring, summer, fall or winter,

To keep busy, besides the usual video games and Lego and action figures, there are "Star Wars" editions of the board games Risk, Battleship and Monopoly, where players travel around the galaxy to buy planets instead of streets in Atlantic City, N.J., and build bases rather than houses. There's also "Star Wars" chess.

This all goes back to Lucas' original "Star Wars" deal with 20th Century Fox, when he left around \$500,000 on the negotiating table to get the concessions he felt he needed.

The result is he not only got to make movies the way he wanted, but he secured hundreds of millions, if not billions of dollars through ancillary rights to toys, books, music and other merchandise Fox didn't think would sell and sequels it didn't think it would make.

When visitors come to the Lucas Museum of Narrative Art years from now, that's one compelling story they may not hear much about. But it's a good bet they'll be able to buy a souvenir.





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## Gov. Rauner is too scared of ISIS to help refugees



**Hector Luis Alamo**

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If the goal of terrorism is to force societies to abandon their principles and change their policies, then the Islamic State group must be pretty pleased with itself this week, because after a Syrian passport was found next to the body of one of the perpetrators of last

week's Paris attacks, some elected leaders in "the home of the brave" crapped their pants.

The discovery led Illinois Gov. Bruce Rauner to announce Monday that his state—our state—would temporarily stop accepting Syrian refugees fleeing their homeland to escape, at least in part, the same thugs responsible for last week's atrocities. Before reminding everyone of Illinois' "history of providing safe haven for those displaced by conflict," Rauner insisted the state needed "to balance our tradition as a state welcoming of refugees while ensuring the safety and security of our citizens." In short, the governor's too afraid of ISIS to help the victims of ISIS.

Our fearful leader isn't alone: As of Tuesday afternoon, more than half of U.S. governors had taken the same position to slam the door on people in need. Former Florida governor

and current presidential contender Jeb Bush appeared on a show Monday morning and discussed a "special important need" to protect the Christian refugees. "Give me your tired, your poor/Your huddled masses yearning to breathe free," Emma Lazarus wrote back in 1883; "but only if they're Christian," reads Bush's revision.

The governors' little hissy fit is pointless, though. State governments have no legal right to refuse refugees, as current Florida Gov. Rick Scott pointed before going on to say that he will refuse the refugees sent to his state as well. Some of these politicians really don't hear themselves.

Still, the message that these faux-refusals send to the rest of the world is not what the United States needs, especially when it's fighting a group whose main selling point is that the U.S.-led West is evil and anti-Muslim.

Plus, not every Muslim is a terrorist. And the people fleeing the Middle East have more to fear from groups such as ISIS than we in the United States do. And who knows, maybe one of those Syrian kids could be the next Steve Jobs—his dad was Syrian.

We cannot allow ourselves to be too afraid to do the right thing. Illinois can be a place for refugees to live safely and thrive. Someone should tell the governor he can come out from under the covers.

HECTOR LUIS ALAMO IS A REDEYE CONTRIBUTOR.



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# QUITTING TIME

## SURE, SMOKING IS ADDICTIVE, BUT WHY? AND HOW CAN YOU KICK THE DEADLY HABIT?

By Rianne Coale | REDEYE

**N**o matter how cold it gets this winter, people will stand outside bars and other buildings, hand in one pocket, cigarette in the other, smoking. Nonsmokers will pass by and think, “Why the hell do they do this?”

Because smoking is addictive.

David Bohl, executive director of Kiva Recovery, a substance-abuse treatment and recovery center located in Vernon Hills, said that addiction was once seen as a moral failing but research has come to show that it’s a disease that influences the brain’s reward and pleasure centers.

### ‘I HAVE OFTEN CHOSEN CIGARETTES OVER... CLOTHING OR PAYING A BILL’

Gold Coast resident Margaux Meder said she uses smoking as a crutch during times of anxiety and high stress.

The 37-year-old smoking addict said she was 16 years old when she started and she did it to fit in with some of the more popular girls in her grade. She’s been smoking ever since. Meder quit cold turkey during her pregnancy but went right back to it once her baby was

born, and today she smokes a pack a day.

“I missed it terribly, and I didn’t think to myself during the pregnancy, ‘Oh good! I’ve quit.’ All I was looking forward to was when I’d be able to go back and start smoking again,” Meder said.

Meder said that smoking cigarettes has had a huge financial impact on her life along with causing her health problems. She said she spends about \$15 a day on cigarettes—amounting to roughly \$450 a month.

“I could afford to live in a nicer place or

pay other important medical bills if I didn’t smoke,” Meder said. “The financial impact affects me daily. I have often chosen cigarettes over healthy food, clothing or paying a bill.”

### WHAT MAKES SMOKING/ NICOTINE SO ADDICTIVE?

A smoking or tobacco addiction is an addiction to nicotine, which is the highly addictive chemical found in cigarettes. Upon inhalation, the nicotine is absorbed into the bloodstream and within seconds begins affecting the entire body. According to the Centers for Disease Control and Prevention, smoking is the leading preventable cause of death in the United States and kills more than 480,000 people a year.

According to the CDC, nicotine can be as addictive as heroin, cocaine and alcohol. Research suggests that more people in the U.S. are addicted to nicotine than to any other drug.

“The nicotine locks onto receptors in the brain, and the person feels more alert and more aware, which feels nice. Dopamine is stimulated in the brain and causes it to feel pleasure and rewarded,” Bohl said. “Chasing those intense feelings of pleasure happens as the addiction kicks in. That rush of nicotine is gone after 40 minutes, and so that person

needs to smoke again. After a while, the brain circuitry changes, the brain rewires itself, and they need nicotine to feel normal.”

“There is this misconception that nicotine is what’s doing the damage to the body. But in these tobacco products, it’s the additives that are doing the damage,” said Carol Southard, a registered nurse and tobacco treatment specialist at the Osher Center for Integrative Medicine for the Northwestern Medical Group. “People are afraid of nicotine, but they should really be afraid of what’s being added.”

Tobacco smoke contains a mix of more than 7,000 chemicals, 70 of which are proven to cause cancer, according to the CDC.

### WHY IS IT SO HARD TO QUIT?

David Cohen, the vice president of substance use and co-occurring disorders at Insight Behavioral Health Centers in Chicago, said that it’s the withdrawal symptoms that keep people from quitting.

“Like all chemical addictions, one primary reason for continuing is the pain that one goes through when ceasing their drug of choice,” Cohen said. “They experience withdrawal symptoms like mood swings, depressed respiration, high levels of anxiety and sleep disturbances. To avoid withdrawal,



a person continues to use.”

Cohen’s parents were both lifelong smokers, and both ended up suffering from smoking-related health problems. Cohen said that although he’d seen his parents endure the consequences of a smoking addiction, he still chose to smoke cigarettes. But why?

“I think we live in a culture where we want what we want when we want it. We take what feels good over what’s healthy,” Cohen said.

While Cohen has since quit smoking cigarettes, he said he still uses e-cigarettes.

Meder said her goal is to quit, and she hopes to join a support group that will hopefully help her be done with cigarettes for good.

## THE GREAT AMERICAN SMOKEOUT

The American Cancer Society’s Great American Smokeout, a day to encourage smokers to give up smoking, is Thursday. It happens every year on the third Thursday of November.

While quitting is hard, it’s important to know that it’s never too late to take that first step, Southard said.

“No matter how much someone has smoked or at what age they are trying to quit, every single organ in the body improves by quitting smoking,” she said. “Damage can start to be reversed almost immediately after quitting.”

According to Brian Hitsman, assistant professor in preventive medicine and psychiatry and behavioral science at Northwestern University Feinberg School of Medicine, nicotine dependence is chronic and the problem with treatments for the addiction are that they’re usually delivered in short-term increments.

“We give short-term treatment for tobacco dependence, but we need to treat it like it’s a chronic dependence—because it is,” Hitsman said. “Most people who are treated for only 12 weeks will usually go back to smoking. When we talk about how addictive tobacco is, for many, it is lifelong addiction, and we need to care for it like other lifelong chronic health problems.”

“Studies that adopt that way of approaching dependence achieve better smoking cessation results,” Hitsman added.

## SOCIAL SMOKERS

So what about those people who only smoke around their friends? They’re not a daily smoker or a weekly smoker. They’re what we call a “social smoker.” Are they susceptible to a smoking addiction?

After talking with experts, it’s clear that there hasn’t been much research done on social smoking, so it’s hard to say anything for sure.

Hitsman said that nondaily smokers (people who smoke weekly and still have some of the same aspects of addiction as daily smokers)

make up about 40 percent of smokers, and around 15 percent of nondaily smokers are social smokers.

“We don’t know to what extent social smoking will lead to the kind of dependence we see in daily smokers,” Hitsman explained. “Some social smokers can maintain that low-rate social smoking for quite a while, but the likelihood of an addiction developing in the longer term is still unclear.”

Southard said that the risks of a social smoker becoming addicted to cigarettes are related to dose, but that there is no safe level of smoking.

“We know that when tobacco and alcohol are combined, they have a synergistic effect on a person and enhance the effect of each other,” Southard explained. “If you give yourself permission to smoke, even if ... it’s just in a social setting, you’ll be able to give yourself permission to smoke in the future. So [social smoking] could definitely be a gateway to a smoking addiction.”

## QUITTING

There are a lot of different options a person can choose when deciding to quit his or her addiction. Many experts suggest treatment that includes a combination of counseling and medication.

“Smoking is the most powerful addiction in humankind and can be harder to battle than heroin, cocaine or alcohol. The self-quit rate is around 2-4 percent, but no smoker should feel like a failure,” Southard said. “Not only can you ask for help, you should. Getting professional intervention increases your chances of quitting and staying quit.”

The U.S. Food and Drug Administration has approved seven medications to safely and effectively help people quit smoking, and they include three over-the-counter medications (nicotine gum, patches and lozenges) and four prescription medications (Nicotrol nicotine inhalers and nasal sprays, Zyban and Chantix).

Counseling comes in many forms, and smokers looking to quit can choose from in-person counseling from a doctor or health-care provider, telephone quitlines, support groups or enlisting the help and support of family, friends and co-workers.

Other options to quit smoking include smartphone apps, quitting cold turkey or e-cigarettes. Researchers have learned that a person needs to keep trying because it may take several attempts to quit their addiction once and for all.

“If a person gains the support and resources they need, they double or triple their chances of quitting for good,” Bohl said. “Who wouldn’t want to do that?”

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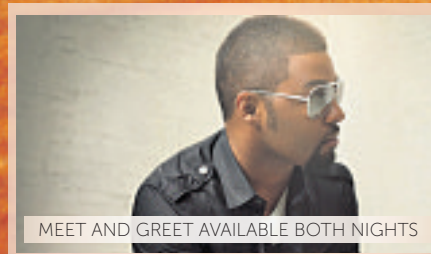
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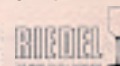
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# SEE YOU LATER, UC

## HOW TO PLAN YOUR 'CIRCUS TRIP' BULLS AND HAWKS VIEWING

By Chris Sosa | REDEYE

**A**s the Blackhawks and Bulls begin their annual "circus trips," fans of the former think "We got this" while fans of the latter grit their teeth and hang on for dear life.

Although neither team's fate will be written by what happens in the next two weeks away from the United Center, the Hawks thrive this time of year while the Bulls usually come back bruised, in the standings as well as physically.

Since Jonathan Toews and Patrick Kane began their careers in 2007-08, the Hawks have finished at least .500 on the trip. As for the Bulls, since Derrick Rose was drafted before the 2008 season they've cracked the break-even mark just twice.

Here is our guide to all 10 games involving both teams, with their watchability determined by the number of big tops (scale of 1 to 4).

### WEDNESDAY

#### Blackhawks at Edmonton

8:30 p.m. CSN



As long as Patrick Kane's points streak lives (it's at 13 games now), the Hawks are must-see TV. There would be more sizzle to this game if highly touted rookie Connor McDavid didn't have a broken clavicle. But he does. Dangit.

### WEDNESDAY

#### Bulls at Phoenix

9:30 p.m. WGN



Will Derrick Rose shake off a sprained ankle in time to play? Should he? And why can't Nikola Mirotic hit 3-pointers lately? For the Bulls to have success on this trip, they'll have to answer those questions along with, "Why is Arizona too good for daylight saving time?"

### FRIDAY

#### Blackhawks at Calgary

8 p.m. CSN



Again, keep an eye out for Kane's points streak. Other than that, well, count the references made to the 1988 Calgary Olympics.

### FRIDAY

#### Bulls at Golden State

9:30 p.m. WGN



The Warriors might be a serious threat to break the 1995-96 Bulls' record of 72 wins in a regular season. If you're at all selfish about the Jordan era, you'll root extra hard for Steph Curry to catch Rose's blurred vision for one night. Even if the Bulls get steamrolled, stay awake to see if Riley Curry shows up to the press conference.

### SATURDAY

#### Blackhawks at Vancouver

9 p.m. WGN



Just when you think this rivalry is losing its edge, you look at the Canucks roster, see the Sedin twins and hope the Hawks inflict every measure of revenge for preventing them from repeating as Stanley Cup champs in 2011. Yes, it still stings.

### TUESDAY

#### Bulls at Portland

9 p.m. WGN



Almost two years ago to the day, Rose tore his meniscus on the Trail Blazers' court. Bulls fans might want to skip this one and hope for the best.

### NOV. 25

#### Blackhawks at San Jose

9 p.m. CSN



Jonathan Toews appears to be extra fight-y this season. With 24 penalty minutes, he's already almost halfway to his season high of 51, set in 2008-09. He likely will add to that total in this game as the Sharks' Joe Thornton often seems to get on Captain Serious' nerves.

### NOV. 27

#### Blackhawks at Anaheim

4 p.m. WGN



This late-afternoon puck drop sets up perfectly as a way to relax after Black Friday shopping before eventually drifting into a Thanksgiving leftovers-induced coma. It's kind of too bad the Ducks are struggling this season, though Hawks fans are glad the skate's not on the other foot.

### NOV. 27

#### Bulls at Indiana

7 p.m. CSN



The Bulls actually get to stop at home for Thanksgiving before completing the road stretch at the Pacers. Having just beaten Indiana at the United Center this week, the object is to keep division rivals at arm's length and try to nose past Cleveland at the regular-season finish line.

### NOV. 28

#### Blackhawks at LA

9:30 p.m. WGN



Oh, you thought the Kings were out of the picture after missing the playoffs last season? Nope. They lead their division entering Tuesday and are built to contend for the Cup again. Though what better way for the Hawks to send a message than to punctuate the trip with a victory?

CHRIS SOSA IS REDEYE'S SPORTS EDITOR.  
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### HAWKS ON THE CIRCUS TRIP

(Since Jonathan Toews and Patrick Kane arrived)

2007-08: **2-2-2**

2008-09: **3-2-1**

2009-10: **4-1-1**

2010-11: **4-2-0**

2011-12: **3-3-0**

2012-13: **N/A**

(Lockout-shortened season started in January)

2013-14: **6-1-0**

2014-15: **5-1-0**

### BULLS ON THE CIRCUS TRIP

(Since Derrick Rose arrived)

2008-09: **3-4**

2009-10: **1-5**

2010-11: **4-3**

2011-12: **N/A**

(Lockout-shortened season began in December)

2012-13: **2-3**

2013-14: **1-5**

2014-15: **4-3**



# YOU WIN

Some of our panelists might have a strange obsession with water coolers, believe it or not.



**Clark Jones**  
@theclarkjones  
Stand-up comic



**Andy Frye**  
@mysportscomplex  
RedEye contributor



**Michelle Lopez**  
@michellelopez  
Mash designer/digital editor



**Katie Gibson**  
@katiegibbles  
WGN producer



**Soxman**  
@thesoxman72  
Caped Sox crusader

1	If Peyton Manning is arguably the best quarterback ever, what does that make Jay Cutler?	Arguably the best QB Marc Trestman has ever coached.	Jay Cutler is the QB who actually scored points and won a game this weekend.	Arguably the best quarterback ... In Kristin Cavallari's opinion.	The prettiest girl at the party.	The other guy.
2	What does coach John Fox have up his sleeve for when the Bears play the Broncos?	A healthy Mike Brown.	A QB with two working feet and a full head of hair might be just enough.	Retirement papers for Peyton Manning.	Stellar offensive plays and much-improved special teams. A girl can dream, right?	He might be the ONLY one who knows who Brock Osweiler is.
3	First, the Packers. Who might be the next to feel the "Mike Ditka Jinx"?	Another downtown steakhouse.	Perhaps whichever GOP presidential candidate Ditka endorses.	Can we have Da Coach wear a "Trump 2016" shirt?	Not Derrick Rose. Not Derrick Rose. AW HELL.	Da Patriots. Losing Edelman has deflated their offense (OK, last time I use that joke).
4	Any tips for staying up late while the Bulls and Hawks play out west the next couple of weeks?	Derrick Rose is playing heavy minutes. That should keep Bulls fans up.	Lost cause. The Dallas Cowboys game on Thanksgiving will have everyone fast asleep for good.	Lots and lots of Dark Matter's Unicorn Blood blend.	Just keep hitting yourself in the face.	LMFAO said it best: shots, shots, shots, shots (of espresso).
5	What award should MLB add to its annual list of accolades?	The coach who most got rewarded for coaching athletes on steroids, aka "The La Russa Award."	Most Daring Hairstyle, which would easily go to one of the Mets' pitchers.	Best fight versus a Gatorade cooler.	Best Water Cooler Takedown.	Strikeout artist of the year ... for hitting. Adam LaRoche would be a shoo-in.

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Joe Maddon  
GETTY IMAGES

## Joe Maddon named NL Manager of the Year

By Mark Gonzales | CHICAGO TRIBUNE

Joe Maddon didn't win a division or league title in 2015, but his leadership of the Chicago Cubs was impressive enough for him to be named Tuesday night as the National League Manager of the Year by the Baseball Writers Association of America.

This marks the third time that Maddon has won the award, earning the honor with the Tampa Bay Rays in 2008 and 2011. The Cubs made a 24-game improvement under Maddon, who joins Jim Frey (1984), Don Zimmer (1989) and Lou Piniella (2008) as managers who have won the award with the Cubs.

Maddon, 61, lived up to his billing as an entertaining leader and fearless tactician in his first season with the Cubs after exercising an option to get out of the final season of his contract with the Rays.

Under Maddon's leadership, the Cubs won 97 games with a lineup that once included as many as five rookie position players.

Voting for the award was completed prior

### THE DIGIT

# 6

Joe Maddon becomes the sixth manager (and only the second active) to win the award in both the American and National leagues, joining Tony La Russa, Bobby Cox, Jim Leyland, Lou Piniella and Bob Melvin.

to the start of the playoffs, in which Maddon's Cubs beat the Pirates in the NL wild-card game and upset three-time defending NL Central champion St. Louis in the NL Division Series.

From his news conference more than 12 months ago to announce his hiring, Maddon downplayed the losing clouds that hovered over Wrigley Field and spoke of reaching the playoffs—a once-unthinkable goal.

Maddon, however, maintained his mission and had his "Respect 90" slogan stenciled on the practice fields at their spring training complex in Mesa, Ariz.

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### ALSO ON TAP

- » Wolves at Milwaukee, 7 p.m. WCIU2 » Basketball: Northwestern vs. Fairfield, 7 p.m. BTN+
- » Basketball: Illinois at Providence, 6 p.m. Fox Sports 1

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# THE TIPPING POINT

AS MORE RESTAURANTS ADOPT  
NO-TIPPING POLICIES, HOW COULD  
YOUR BOTTOM LINE CHANGE?

By Heather Schroering | REDEYE

**T**HE TIPPING DEBATE—whether restaurant owners should continue allowing guests to control gratuity or begin including a set service charge—may not be the sexiest conversation to have among average foodies. But it could soon affect your restaurant bill no matter where you're dining.

Last month, Logan Square casual German joint The Radler got rid of the tip line on guest checks, instead adding an 18 percent service charge to each bill no matter the party size. Following that, New York restaurateur Danny Meyer announced in October that he was eliminating tipping at 13 of his upscale Union Square Hospitality Group restaurants by the end of next year (Green River in Streeterville, however, will not be participating). Just last week, Joe's Crab Shack announced that it's getting rid of the tip at 18 of its 130 locations. Taking one from The Radler, CH Distillery in the West Loop will also remove the tip line in favor of an 18 percent service charge starting the first week of December.

These changes are hitting three major dining groups—casual chains, independent restaurants and upscale spots—which means we could all be seeing fewer tip lines if this trend continues. Here's what you need to know about the tipping debate.

## Why should you care?

As a consumer, or someone who enjoys eating out, you might see restaurants doing away with the tip line in favor of automatically adding a flat service charge to the bill or increasing menu prices. Depending on how much you usually tip, you could be paying more or less than usual.

According to a 2014 study by Chicago-based food consulting firm Technomic, 57 percent of U.S. diners tip more than 15 percent in full-service restaurants, and 44 percent leave between 16 and 20 percent.

Ultimately, no-tipping policies could help you better budget when you go out, according to Tim Classen, an associate professor of economics at Loyola University's Quinlan School of Business.

"On the diners' side, it has the potential to give a clearer picture of what things are going to cost prior to making a choice," said Classen, who enjoys high-end foodie destinations like Grant Achatz's Next. "If I get a \$20 entree and now it's going to cost \$26 with the service charge and tax built in, I have a better idea of what it's going to cost me, which could have an effect on demand."



## Why is this happening?

Restaurants that make the change will be able to better pay cooks, dishwashers, hosts and those who can't dip into the tip pool because of countless U.S. Department of Labor laws and regulations. Only restaurant workers, usually servers or bartenders, who are paid the tipped minimum wage (currently \$5.45 in Chicago) are entitled to tips, according to U.S. Department of Labor laws.

Before added gratuity, servers at The Radler could take home between \$900 and \$1,500 in a 20- to 30-hour workweek during busier months, co-owner Adam Hebert said. During slower months, he said, it could be closer to \$400. But other non-tipped staff members were working between 40 and 60 hours and only making \$12 an hour at most. When he did the math, Hebert said the average guest tipped 22.7 percent, "a huge chunk of cash flow we have no control over."

"We can't use it to pay the dishwashers, hostesses—they're not winning because we're doing more sales," he said.

With the new no-tipping policy, which requires patrons to pay a flat 18 percent gratuity fee, those servers can make an hourly wage between \$22 and \$30, based on experience, expertise and tenure, Hebert said. It doesn't necessarily lower their average income but even it out when business is slower, he said. Kitchen staff are now making \$15 an hour, Hebert said, and might not feel as overworked with at least two new hires.

"In a three-week period of time, we've been able to [hire two cooks]," he said. "Even if it's just those two people, that's more applications than we have received in the last nine months actively looking for people."

## Why not just pay cooks more?

There's no means to do it, Hebert said. "The money's got to come from somewhere."

Many restaurants operate on thin margins. Hebert explained that he sources produce and meats from local farmers who are also trying to make ends meet without pumping their animals with hormones or destroying fields and farmlands.

"We want to support that, [but] that limits us from being able to do a \$1 hamburger," he said. "That's something we should be charging more for, but in order to stay competitive in the market and be able to offer these dishes at a low enough cost to get people to come in on a regular basis, it's kind of a game—are we going to let our labor costs be high or our food costs be high?"

Hebert said finding a good cook staff was incredibly difficult, and it's an issue restaurants often encounter because across the board, cook staff wages are low. According to the Department of Labor Statistics, there were more than 26,500 cooks in Chicago, Naperville and Joliet in 2014, and the average



wage was \$11.37.

"I think it's always alarming how little chefs and cooks get paid," Classen said. "It's a little staggering to go and drop \$200 on a meal and realize the people preparing it are not really making all that much money from you."

But giving restaurants more control over gratuity could offset the disparity between tipped and non-tipped minimum wage staff.

## Will this affect service, and what if I'm not satisfied with my service?

Classen predicts there might be positive effects on service: "It could improve the relationship [between servers and patrons] because their behavior isn't motivated by getting a higher tip," he said. "It could increase their credibility with the diners."

Hebert said the change has impacted his staff for the better. Even if it's a slow Tuesday, when a server may not make as much based on gratuity, his staff comes to work and wants to be there. He said his employees are more eager to learn because the hourly wage provides opportunities for raises.

If service isn't great, just say so. A low tip could mean the guest doesn't understand the tipping culture, is generally a stingy tipper or was unhappy with the service—it's hard for management to tell. With the predetermined tip, guests can tell a manager if they weren't satisfied with the service to negotiate gratuity, Hebert said, adding that he's encountered this about three times since the shift.

"So now rather than going on Yelp and saying, ... 'The service was terrible, food was great,' and getting angry after they leave, they

bring it up to us here, which is huge," he said.

When it comes to leaving additional money on the table, coat check or bar for exceptional service, Meyer's announcement told guests that wasn't necessary. If it happens at The Radler, Hebert said the cash goes straight into a fund for a staff party, which the staff all agreed upon.

## What are the downsides?

Most diners are used to controlling gratuity, and it's possible that the no-tipping trend could cause some confusion or negative feelings at first—especially if restaurants decide to drive up menu prices rather than add a gratuity fee.

"If it looks like a restaurant has increased prices by 20 percent on their face, then that could affect people's willingness to go out to eat initially," Classen said. "Presumably, we would learn over time that without the tip, my costs are the same."

The 18 percent service charge worked best for Hebert because increasing menu prices at The Radler could deter patrons more than it might at high-end restaurants like Meyer's, whose demographic is already expecting to pay more, he said.

Some fine dining restaurants in Chicago, such as Alinea and Next, already include a service charge with the bill. However, Michelin-starred Moto in Fulton Market, which for 10 years included 20 percent gratuity on its fixed price menu, switched to giving guests the option to tip about two months ago, according to general manager and wine director Bobby Gilbert. He said he didn't think the no-choice gratuity was fair to the guests or to



It's the right way to run the business, and it's the right way to treat and pay our staff correctly, which ultimately means a better dining experience."

—Tremaine Atkinson, CH Distillery co-founder and head distiller

## HOW MUCH DO YOU TIP?

**57%**  
of U.S. diners tip more than 15 percent\*

**44%**  
of U.S. diners tip between 16 and 20 percent\*

\*AT FULL-SERVICE RESTAURANTS

the servers, who aren't being rewarded for the higher level of service being required of them at a fine dining establishment.

He said to make up for the loss, the fixed price menu (ranging from \$135 to \$185 for nine to 18 courses) increased \$10 to cover kitchen staff costs, which may not be as noticeable at a fine dining restaurant.

"The restaurant industry is not the same beast across the board," Gilbert said. "Moto compared to our neighbor [casual Brazilian restaurant] La Sirena [Clandestina] are two different entities. ... If you're across the street, raising an entree \$5 could be huge, but raising my menu \$10 might not even be noticed."

Gilbert also said he no longer has to worry about added gratuity on alcohol and pricey bottles of wine, which can significantly impact the bill. Many patrons don't tip a full 20 percent on alcohol, according to Classen, but a service charge in that case would increase revenue for the restaurant.

"If you buy a \$200 bottle of wine and then there's a 20 percent service charge on that, you're paying \$40 for the service charge," he said.

CH Distillery co-founder and head distiller Tremaine Atkinson said the service fee will not apply to bottle sales in the restaurant, however. Overall, he thinks Chicago diners will be seeing a lot more no-tipping policies. "It makes a lot of sense," he said. "It's the right way to run the business, and it's the right way to treat and pay our staff correctly, which ultimately means a better dining experience."

Whether or not eliminating the tip line gains traction, restaurants are making moves to offset labor costs. Gilbert isn't 100 percent sure what the best solution is but explained that his focus is on what's best for his employees. "The only thing I know is right is paying your staff a living wage," he said.

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ADDITIONAL REPORTING BY EAT & DRINK EDITOR MORGAN OLSEN.



## music

DON'T SLEEP ON  
CAR SEAT HEADRESTWILL TOLEDO WEIGHS IN  
ON HIS BAND'S EVOLVING  
SOUND, WIKIPEDIA PAGE

By Andy Downing | FOR REDEYE

Will Toledo, who launched Car Seat Headrest as a teenage solo project before recently adding members, has seen his profile rise exponentially with the release of "Teens of Style," a compilation of material culled from his various solo efforts and reworked for a full band.

He's received glowing reviews from Pitchfork and Rolling Stone and has been written about in the New York Times. Heck, he even has his own Wikipedia page now, though, to be fair, that one did require a bit of prodding.

On Nov. 2, the musician posted a simple question to his Twitter feed, writing, "why do I have a subreddit but not a wikipedia page?" By the time RedEye reached the lo-fi rocker by phone at his home in Kirkland, Wash., a week later, the question had already been put to bed.

"[The Wikipedia page] should be up now; I saw it the other day," said a laughing Toledo, 23, who started recording and posting albums free to Bandcamp as Car Seat Headrest at 18. "I was not involved other than mentioning [on Twitter] that I would like one. I would have felt weird contributing to the actual creation of it. It seems like that shouldn't be up to me."

**It must feel like a weird sort of power to float that kind of request into the world and have it come to fruition in a matter of days.**

I think it was overdue. I've seen a lot of bands that have Wikipedia pages, and it seems like it was time. But, yeah, it felt good. The entry is still kind of rough ... but I'm sure it'll get smoothed out eventually.

**What's the last Wikipedia page you visited?**

I think it might have been the page for Katy Perry's "Teenage Dream." I just finished reading this book called "The Song Machine" [by John Seabrook]. It's about pop music pretty much up through the present day. I've been pretty much out of the loop on it my whole life, but I like hearing it with the context and recognizing the amount of work that goes into it. The pop production process is extremely involved; there's like six people just writing the song, and then it takes forever to get made.

**You've asked media outlets to not link to the older albums posted on Bandcamp. Why'd you opt to keep them up yourself?**

I didn't want that to be the immediate go-to for people. In a couple early articles, that was

one of the first things linked to, and I felt like that was sort of misleading as to where I'm at now with the art. It'd be like asking, "Have you heard of this band Radiohead?" and then linking to "Pablo Honey." I like to think I've come a long way since then. But I keep it up because it's part of the catalog. I'm not going to disown it.

**Was it a challenge dealing with the pressure or sense of expectation that comes with signing to a label like Matador?**

Well, there's certainly been more pressure, but I've tried to operate the way I always have. For "Teens of Style," it was easier being here in Kirkland, sort of on the opposite side of the country from the Matador headquarters and just being able to record in the same environment I'd been working in. Then we did a second album this year ["Teens of Denial," due in early 2016], and that was in the studio. But even that was a low-pressure environment because it was a small studio and it was pretty laid-back.

**Did you worry that recording in a proper studio, you'd lose some of those elements that made your music unique?**

Yeah, beforehand I was. There was some pressure from Matador to [record in a studio], and at first I was hesitant. But after "Teens of Style," I knew I wanted to do something different because it did end up being sort of difficult to make. There was some pressure from Matador to get it mixed a little cleaner than it was, and I wasn't entirely happy with how it was sounding up until the final round of mixing we did. ... It's definitely a different sound, but I like it, and I don't think it sacrifices anything—especially since the songs are geared more toward that pop format. They ask for clarity, so I needed to give them that.

**Considering the band name, I was wondering if you passed your driver's test on the first go-round?**

No. It actually took me two times. The first time I was at a red light and was turning right, and there was a car going the opposite way turning left, so the instructor had to use the brake on her side of the car, [and] I automatically failed.

**Did you know at that instant you were done?**

No. She actually said, "I'll let you finish the test anyway," but then she changed her mind and told me to stop. That was not my finest hour.

DOWNING IS A REDEYE CONTRIBUTOR. @ANDYDOWNING33

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\* = JOSH TERRY RECOMMENDED SHOWS

**ON SALE NOON THURSDAY**

**Buckwheat Zydeco,**  
 Wednesday, Feb. 17  
 (\$36-\$42, all ages)  
 at City Winery.

**Davina and the Vagabonds,**  
 Wednesday, Jan. 20  
 (\$15-\$22, all ages)  
 at City Winery.

**Del McCoury Band,**  
 Sunday, Jan. 17  
 (\$38-\$48, all ages)  
 at City Winery.

**ON SALE 9 A.M. FRIDAY**

**\*Eryn Allen Kane,**  
 Friday, Feb. 19 (\$18-\$25, all ages) at City Winery.

**ON SALE 10 A.M. FRIDAY**

**Alessia Cara,** Friday, Jan. 29 (\$20, all ages) at Metro.

**\*Anderson East, Andrew Combs,** Sunday, Feb. 21 (\$10-\$15, all ages) at Space.

**Emily Wells,** Friday, March 11 (\$13-\$15, 17+) at Beat Kitchen.

**\*Godspeed You! Black Emperor,** Sunday, Feb. 14 (\$24-\$34, 17+) at Thalia Hall.



AP PHOTO

**\*Justin Bieber,** Wednesday, Nov. 18 (\$18, all ages) at Allstate Arena.

**Hoodie Allen,** Saturday, Feb. 27 (\$30, all ages) at Riviera Theatre.

**\*James Taylor, Jackson Browne,** Thursday, June 30 (TBD, all ages) at Wrigley Field.

**\*The Jezabels,** Thursday, March 31 (\$14-\$18, 18+) at Double Door.

**Jukebox the Ghost, The Family Crest,** Friday, Feb. 26 (\$20-\$25, all ages) at Thalia Hall.

**\*Korby Lenker,** Tuesday, Feb. 23 (\$12-\$22, all ages) at Space.

**\*Rayland Baxter,** Friday, Feb. 12 (\$12-\$15, 21+) at Schubas.

**\*Thao & The Get Down Stay Down, Saintseneca,** Friday, April 1 (\$20-\$25, all ages) at Thalia Hall.

**\*Todd Rundgren,** Tuesday, Jan. 26 (\$45, 18+) at Park West.

**\*Tortoise,** Saturday, Jan. 23 (\$20, 17+) at Thalia Hall.

**The Used,** Tuesday, May 17, Wednesday, May 18 (\$33, 17+) at House of Blues.

**Young Galaxy,** Friday, February 5 (\$12-\$14, 21+) at Subterranean.

**ON SALE 10 A.M. SATURDAY**  
**Dixie Chicks,** Sunday, June 5 (\$42-\$136, all ages) at Hollywood Casino Amphitheatre.

**ON SALE NOW**  
**Catey Shaw,** Tuesday, Feb. 9 (\$10, 17+) at Beat Kitchen.

**Johnny Pemberton, Josh Fadem,** Tuesday, Dec. 8 (\$15, 17+) at Downstairs @ Subterranean.

**Marlon Williams,** Wednesday, Feb. 10 (\$12, 18+) at Schubas.

**Mustard Plug,** Friday, Dec. 18 (\$13-\$15, 17+) at Subterranean.

**\*Phil Cook,** Thursday, March 17 (\$13-\$15, 21+) at Schubas.

**\*Radiation City, Deep Sea Diver,** Wednesday, March 9 (\$12, 17+) at Subterranean.

**JTERRY@REDEYETCHICAGO.COM | @JOSHTERRY**

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 1-877-236-7487

**M Northwestern Medicine\***  
 Feinberg School of Medicine  
 PI: Dr. Brian Hitsman, IRB #STU00100303



**Program Overview**

This study includes use of an FDA-approved medication or a placebo along with one-on-one smoking cessation therapy for smokers with depression. Participants are compensated for time and travel.

**You May Be Eligible**

If you are a daily smoker who has experienced symptoms of depression in the past 2 years.

**Timeline**

12 sessions occur mostly by telephone over the course of 27 weeks.





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3789

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7259

861

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91

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823715496

957364821

461289375

296143587

738956214

514827963

372491658

185632749

649578132

TUESDAY'S SOLUTIONS

ARMS SCALD ENDS

RODT THREE NOAH

CARE MAKER VOTE

SMELLED RICHENED

LAW BASIL

UNCAP ROY VOCAL

LAIR PAL WAPITI

COT ARTISAN GAL

EMERGE WIN HAIT

RISER MAN RIFLS

DEFER PUB

DISCERN SOMALIA

IQTA FAGER CORD

SWAP SCENT MOOD

CARS HERDS TUNES

- ACROSS**
- 1 Lacking sufficient funds  
6 Close noisily  
10 TV remote button  
14 Crowbar  
15 Walk the floor  
16 As strong \_\_ ox  
17 Sports building  
18 Filled with a wonder  
19 Lab experiment  
20 Pieces  
22 Sharp as a tack  
24 Word of lament  
25 Baby's nightie  
26 Yell  
29 Also-ran  
30 Battery size  
31 Nonconformist  
33 "Ode to a Nightingale" poet  
37 Fashionable  
39 Actor Matt \_\_  
41 Serving two purposes  
42 Praise  
44 " \_\_ are red, violets are..."  
46 \_\_ boots; Jean-Claude Killy's footwear  
47 Tablecloths, sheets, etc.  
49 Played miniature golf  
51 Child's vehicle  
54 Plato or Delany  
55 Seasickness  
56 Formal dance locale  
60 Curry & others  
61 Regretted  
63 Do penance  
64 Imogene \_\_  
65 \_\_ out a living; got by  
66 Labyrinths  
67 \_\_ over; faint  
68 Refuse to obey  
69 Squeeze
- DOWN**
- 1 \_\_ in the face; insult  
2 Long sandwich  
3 Finished; done  
4 Apartment, often  
5 Movie preview  
6 Bridges  
7 Regulations  
8 Top card

12345678910111213

14151617181920212223

24252627282930313233343536

3738394041424344454647484950515253545556575859

60616263646566676869

- 9 Military awards  
10 Was important  
11 Spend all of  
12 Sample bite  
13 Join, as a club  
21 Rowed  
23 Try to find  
25 Songs for one  
26 Can't \_\_ it; is unsuccessful  
27 Setting for TV's "Magnum, P.I."
- 28 \_\_-back; relaxed  
29 Citrus fruit  
32 Wearing less  
34 Smallest continent: abbr.  
35 \_\_ back; recant  
36 Went down a fire pole  
38 Huge  
40 Kathmandu, \_\_  
43 Location  
45 Artificial tanner  
48 Got closer to
- 50 Teeth cleaner's target  
51 Have a bite between meals  
52 Narrow boat  
53 Small amount  
54 Family member  
56 Red meat  
57 Seep out  
58 Individuals  
59 Disarray  
62 Instrument for Don Ho

curiosity.com

A REDEYE EDITORIAL PARTNER

**BRAIN CANDY**

- » Tornadoes occur on the surface of the sun that are five times the size of planet Earth.
- » Before human civilization developed, the Earth had almost twice as many trees as it does now.
- » Claw machines are actually rigged against winning.
- » No one was burned at the stake at the Salem witch trials.

ORA: 12101001-03501 Date IRB Approved: 5/22/2013

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This study is sponsored by  
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Department of Behavioral Sciences

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# red hot

## THE QUOTE

**"I am here to admit that I am in fact HIV positive. I have to put a stop to this onslaught, this barrage of attacks and of sub-truths, and very harmful and mercurial stories that are about threatening the health of so many others, which couldn't be farther from the truth."**

—**Charlie Sheen**, to Matt Lauer on the "Today" show on Tuesday. Sheen said he had paid millions to unnamed individuals who threatened to expose his HIV-positive status, according to **today.com**.



AP

## THE DIGIT

# 6.4M

That's how many people tuned in to the premiere of AMC's **"Into the Badlands"** on Sunday, according to **variety.com**. That makes the post-apocalyptic martial arts drama AMC's highest-rated fall premiere to date.



## Fastest and most furious

Universal insiders are saying that the studio and Vin Diesel are "exploring the idea of spinoffs and prequels" to the "Fast and Furious" franchise, according to **thr.com**. The latest installment, "Furious 7," hit \$1.5 billion worldwide, and at least three more films are planned, including the eighth, THR reported.



## Chance to 'SNL'

Chicago's own **Chance the Rapper** is headed to "Saturday Night Live," set to make his first appearance as musical guest on the Dec. 12 episode, NBC announced Tuesday. The episode will be hosted by Chris Hemsworth, according to **NBC.com**. The network also announced that Ryan Gosling will host Dec. 5, with a performance by Leon Bridges, and that Tina Fey and Amy Poehler will co-host Dec. 19, with Bruce Springsteen and the E Street Band performing.

## NO, [BLEEP] NO

Christopher Nolan's "Memento" is getting a remake. According to **thr.com**, AMBI Pictures launched a \$200-million film fund last week and greenlit "Memento," which it will finance and produce. Oh, c'mon. Don't fix what isn't broken.

## But who will play Lara Croft?

The "Tomb Raider" reboot finally has a director.

According to **thr.com**, Roar Uthaug (real name) will direct the Lara Croft film. Plot details have not been released, but according to **thr.com**, the movie will detail Croft's first adventure. We didn't even realize a reboot was in the works. And **Angelina Jolie** is the only Lara Croft in our hearts.



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